

Living our Social Contract

1. Practice a different element of the Social Contract each week.
2. Share a personal reflection of the Social Contract in action.
3. Use the Social Contract to have a courageous conversation.
4. Open a team meeting with a Social Contract moment.
5. Talk to a new team member about what the Social Contract means to you.

Our Social Contract

Walking together with purpose

	I see this when we...	And I...
<p>We have each other's backs so that we:</p> <ul style="list-style-type: none"> • can be curious, creative and courageous • have a safe environment to learn and grow • share our resources and knowledge • learn and grow from moments of imperfection 	<p>... have courageous conversations; are all active participants and each come from a place of best intent.</p>	<p>... stay curious and listen to understand.</p>
<p>We are resilient and play our role so that we:</p> <ul style="list-style-type: none"> • each know our contribution to the organisation • speak up when our bandwidth is at capacity • create time for self-reflection • deliver great outcomes through collaboration 	<p>... we take ownership of our role and deliver meaningful outcomes for the organisation; we are accountable for supporting others to deliver outcomes.</p>	<p>... know it's OK to ask for help to manage and prioritise my workload.</p>
<p>At the heart, we care, trust and respect so that we:</p> <ul style="list-style-type: none"> • understand each other's actions and motivation • interact with compassion and kindness • act with integrity and authenticity • connect as a team regardless of geography 	<p>... check in with each other about how we prefer to communicate and how we can best connect and engage.</p>	<p>... share how I prefer to communicate, whether that's online chat, a phone call or an email.</p>
<p>We're comfortable to seek input from others so that we:</p> <ul style="list-style-type: none"> • understand where our work intersects (and ask if unsure) • share the load – good, bad or painful • can be effective, even during ambiguity and change • make the implicit explicit, wherever we can 	<p>... communicate our expectations clearly and we understand the importance of others' expectations.</p>	<p>... check in on timeframes to manage work requests and suggest an alternative if needed.</p>
<p>We shine a light on ideas by:</p> <ul style="list-style-type: none"> • encouraging new ways of thinking and doing • asking questions and exploring possibilities • valuing diversity of culture, opinions, beliefs, ideas and actions • celebrating new ideas and successes 	<p>... utilise the different backgrounds and experiences across our teams to create diversity of thought, action and leadership.</p>	<p>... look around the room and see and value different faces and many abilities.</p>